

**FLUVANNA COUNTY BOARD OF SUPERVISORS
REGULAR MEETING MINUTES
Fluvanna County Library, 214 Commons Blvd.
Palmyra, VA 22963
December 1, 2021
Regular Meeting 5:00pm**

MEMBERS PRESENT:

John M. (Mike) Sheridan, Columbia District, Chair
Tony O'Brien, Rivanna District, Vice Chair
Mozell Booker, Fork Union District
Patricia Eager, Palmyra District
Donald W. Weaver, Cunningham District

ABSENT:

None.

ALSO PRESENT:

Eric M. Dahl, County Administrator
Kelly Belanger Harris, Assistant County Administrator
Donna DeLoria, Deputy County Attorney
Caitlin Solis, Clerk for the Board of Supervisors

1 - CALL TO ORDER, PLEDGE OF ALLEGIANCE, & MOMENT OF SILENCE

At 5:07pm, Chair Sheridan called to order the Regular Meeting of December 1, 2021.
After the recitation of the Pledge of Allegiance, a moment of silence was observed.

- *Mr. Dahl asked the Board to add Hazard Pay for Employees to the agenda under unfinished business.*

3 - ADOPTION OF AGENDA

| | | | | | |
|----------------|--|------------|-------------|--------------|------------|
| MOTION: | Accept the Agenda, for the December 1, 2021 Regular Meeting of the Board of Supervisors, as amended. | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O'Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | | | Second | | Motion |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

SPECIAL PRESENTATION

The Board of Supervisors recognized Willis Thomas for his 37 years of exemplary service to the Fluvanna County.

4 - COUNTY ADMINISTRATOR'S REPORT

Mr. Dahl reported on the following topics:

Announcements and Updates

New Employees

- Theresa McKinney, Financial Services Specialist(Payroll), Finance Department, Started November 22nd
- Ayodele Lajare-Williams, Accountant, Finance Department, Started November 29th

Pleasant Grove Park's Community of Lights Celebration!

- 271 Pleasant Grove Drive, Palmyra.
- December 16th through the 19th
- 5:00PM until 9:00PM
- SANTA WILL BE THERE SATURDAY NIGHT, DECEMBER 18TH, from 6:00-8:00PM!
- Event is FREE and open to the public.

2021 Fluvanna County Employee Holiday Luncheon

- Will be held at the Carysbrook Gymnasium December 17, 2021 at 11:30am to 1:30pm
- Honoring Employee service milestones and Employee of the Year!

Library is giving 40-80 test kits away daily!

- No cost rapid COVID-19 antigen at-home test kits are now available at the Fluvanna County Library (a library card is not required)
 - The easy to use test kits are for use when you return home.
 - Library staff cannot assist with administering tests.
 - You will need a valid photo ID, a computer, mobile phone or tablet with a camera, microphone and internet connection for the online testing session. A trained guide will walk you through the process.
 - Getting results for your at-home COVID-19 test is fast! It only takes 15 minutes to know your status and receive a digital result.

- Questions about when you should test? Questions about how to interpret your results? Questions about what to do after the test? Contact your healthcare provider or VDH at www.vdh.virginia.gov/covid19testing or 1-877-829-4682.

Next BOS Meetings:

| Day | Date | Time | Purpose | Location |
|-----|--------|---------|--|------------------------|
| Wed | Dec 15 | 7:00PM | Regular Meeting | Performing Arts Center |
| Wed | Jan 5 | 5:00 PM | Organizational/Regular Meeting | Performing Arts Center |
| Wed | Jan 5 | 7:00 PM | BOS Budget Work Session – Non-Profit Presentations | Performing Arts Center |
| Wed | Jan 19 | 5:00 PM | BOS Budget Work Session – Non-Profit Presentations | Performing Arts Center |
| Wed | Jan 19 | 7:00 PM | Regular Meeting | Performing Arts Center |

5 - PUBLIC COMMENTS #1

At 5:25pm Chair Sheridan opened the first round of Public Comments. With no one wishing to speak, Chair Sheridan closed the first round of Public Comments at 5:26pm.

6 - PUBLIC HEARING

At 7:00pm

7 - ACTION MATTERS

A Resolution Amending Temporary Emergency Personnel Policy to Address Covid-19 and ARPA – Donna Snow, Human Resources Manager

- The Board of Supervisors is implementing a new ARPA Leave policy with a new allotment of 80 hours of ARPA Leave for use from July 1, 2021 through June 30, 2022 (FFCRA has not been refreshed).
 - The one-time allotment of 80-hours of ARPA Leave is in addition to the Families First Coronavirus Response Act (“FFCRA”) Leave previously offered (FFCRA Leave was to be used no later than March 31, 2021).
 - The 80-hour sick leave allotment created for eligible employees under ARPA is distinct from the previously offered FFCRA Leave.
- The ARPA Leave can be used by Fluvanna County employees only for any of the reasons set forth in the ARPA Qualifiers retroactively for the period beginning July 1, 2021 and ending June 30, 2022.
 - If an employee exhausts the 80 hours of ARPA Leave, no additional ARPA Leave will be granted as this is a one-time allotment.
- Eligibility shall be determined and required under the new stipulations and requirements set forth by the Board of Supervisors and also provide adequate documentation thereof, approved by the County Administrator or his designee.
 - Any employee taking ARPA Leave must provide adequate evidence of the employee’s eligibility for ARPA Leave including at minimum, providing written documentation to the County Human Resources Department confirming that the employee is subject to one of the ARPA Qualifiers.
- ARPA Leave will utilize the same qualifiers employed by FFCRA. Employees qualified for FFCRA Leave if:
 - the employee is subject to a federal, state or local quarantine or isolation order related to COVID-19;
 - the employee is subject to the advice of a health care provider to self-quarantine related to COVID-19;
 - the employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 - the worker is caring for an individual subject to an order described in the first two qualifying reasons listed above;
 - the employee is caring for a child whose school or place of care is closed—or child care provider is unavailable—for reasons related to COVID-19; or
 - the employer is experiencing any other substantially similar condition identified by the Secretary (collectively the “FFCRA Qualifiers”)

| | | | | | |
|----------------|---|------------|-------------|--------------|------------|
| MOTION: | Approve “A Resolution Amending Temporary Emergency Personnel Policy To Address Covid-19 and ARPA”, as presented. | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O’Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | | Motion | | | Second |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

Deer Hunt for Handicapped Hunters at Pleasant Grove – Frederick W. Payne, County Attorney for Fluvanna County

- The Sheriff’s office continues to believe that it is necessary to reduce the numbers of deer on Pleasant Grove and that the best means of such control is through a managed hunt under the auspices of Wheelin Sportsmen, a group affiliated with the National Wild Turkey Federation.
- The proposal is to permit a small (7-10) group of hunters to take deer during the current hunting season.
- All hunters will be wheel-chair bound or otherwise handicapped, will be duly licensed and will escorted by qualified volunteers from the community.

Handicapped Hunters Pleasant Grove Layout:



| | | | | | |
|----------------|--|------------|-------------|--------------|------------|
| MOTION: | Authorize the sheriff to conduct a deer hunt at Pleasant Grove for the purpose of controlling deer numbers, such hunt to be managed by Wheelin Sportsmen, a non-profit organization providing outdoor recreation opportunities for handicapped hunters. | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O’Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | Motion | Second | | | |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

FY21 to FY22 Budget Carryover Requests – Tori Melton, Management Analyst
 Fluvanna County Financial Policies Section 1-10 (Re-appropriation)

- Those amounts necessary for the **continuation** of operating projects or services may be requested by departments for re-appropriation to the budget of the next fiscal year.
- Such requests shall be for specifically-defined projects that could not reasonably be started or completed prior to June 30.
- Such requests shall be reviewed by the County Administrator and presented to the Board of Supervisors for formal approval.

Four Reasons for FY21 Carryover Requests

FY21 Budget Authority - YES

1. Initiative/Project was started in FY21, but was not able to be completed.
 - **Meets existing policy.**
2. Initiative/project not started in FY21 due to circumstances.
 - **Meets existing policy.**

FY21 Budget Authority - NO

3. Requesting carryover of FY21 remaining funds to cover **certain one-time special or capital projects** that are not already approved/funded.
 - **Does not meet existing policy.**
4. Requesting carryover of FY21 remaining funds for **new or unanticipated operating expenses** not included in the FY22 budget
 - i.e., Not funded in FY22, but request/need has been identified; asking for unexpended FY21 dollars to cover that request/need (rather than wait until FY23 budget).
 - **Does not meet existing policy.**

| | |
|----------------|--|
| MOTION: | I move the Board of Supervisors [approve/deny/defer] the following carryover requests of FY21 unexpended budget lines from the listed departments to the FY22 Department Budget lines as specified and in the amounts listed: |
|----------------|--|

| | Item | Department | Budget Line | Amount | Meets Policy |
|---|-------------|--------------------|----------------------------------|------------------|--------------|
| | A | E911 | Professional Services | \$10,120 | Yes |
| | B | E911 | E911 New Road Signs | \$16,815 | No |
| | C | Sheriff | Vehicle Fuel | \$11,000 | No |
| | D | Convenience Center | Site Improvements | \$25,000 | Yes |
| | E | Convenience Center | Buildings, Repair, & Maintenance | \$12,800 | Yes |
| | F | Human Resources | Employee Recognition | \$4,280 | Yes |
| | G | Human Resources | Recruitment | \$1,440 | Yes |
| | H | Human Resources | Other Operating Services | \$619 | Yes |
| | I | Social Services | Machinery & Equipment | \$5,000 | No |
| Total | | | | \$ 87,074 | |
| with a total amount of \$87,074 to be re-appropriated. | | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O'Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | Second | | | | Motion |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

7A – BOARDS AND COMMISSIONS

| | | | | | |
|--|--|--------------------|--------------------|---------------------|-------------------|
| MOTION: | Move the Board of Supervisors defer the decision to appoint to the following Board, Commission, or Committee appointment(s)/reappointments(s) until the December 15, 2021 meeting: | | | | |
| BOARD/COMMISSION/COMMITTEE | APPOINTEES | APPT/REAPPT | BEGINS TERM | ENDS TERM | |
| James River Water Authority (JRWA) - Fluvanna Citizen Representative | John M. Sheridan | Appoint | 12/01/2021 | 04/18/2025 | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O'Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | Motion | Second | | | |
| VOTE: | Yes | Yes | Yes | Abstain | Yes |
| RESULT: | 4-0-1 | | | | |

8 - PRESENTATIONS

VDOT Quarterly Report – Bethel Kefyalew, Asst. Res. Administrator / Louisa Residency Virginia Department of Transportation

Ms. Kefyalew gave a brief overview of VDOT activity during the last quarter including, SMART Scale projects, additional road projects, resurfacing projects, and traffic engineering projects.

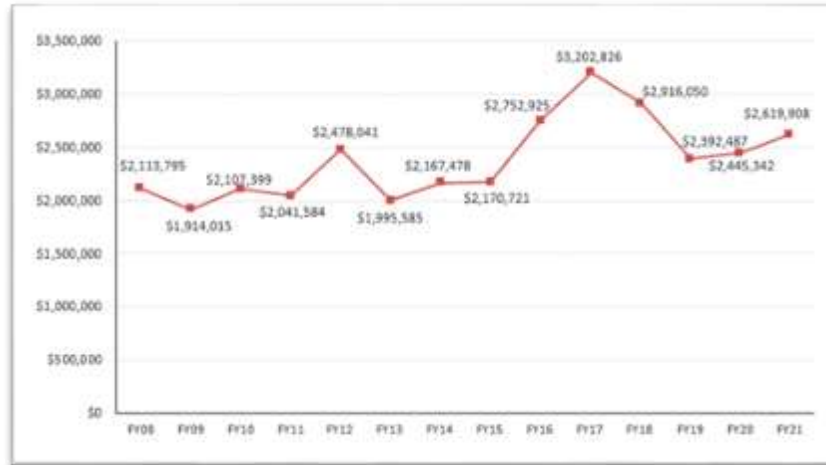
- Mr. Sheridan mentioned a stop sign is needed at Fayette Rd. and intersection notice lights are needed at the intersection at the Gum Spring intersection with Rte. 250.

Children's Services Act Semi-Annual Report – Bryan Moeller, CSA Coordinator

FY 2021 Purchase of Services, Total Expenditures

- FY 2021 CSA Purchase of Services (POS)
 - Adopted Spending Authority : \$3,034,170
 - Final Amount Spent: \$2,619,908
 - Difference from Original Authority: \$414,262
- FY 2020 POS vs FY 2021 POS
 - FY 2020 Actual: \$2,445,342
 - FY 2021 Actual: \$2,619,908
 - Year-over-Year Increase: \$174,566

CSA Expenditure History (Purchase of Services)



CSA Expenditures by Month (March 2020-May2021)



What is fueling the increase?

- Though the Number of Youth Served is remaining the same, Educational Day Placements expenses are 19% higher in FY 2021 vs FY 2020 (\$1,222,431 vs \$1,029,257) and Treatment Foster Care expenses increased by 63% in FY 2021 vs FY 2020 (\$248,241 vs \$158,211)

Legislation – Changes are coming

- HB 2117
 - Requires a plan be developed to transfer CSA funds for educational placements to the Department of Education
 - Final proposed plan to be presented to Joint House and Senate Finance and Appropriations Subcommittee by November, 2022
 - Impact on local portion of this funding to be determined

CSA continues to grow!

- 3 new case manager positions added
 - Fluvanna County Department of Social Services – 2
 - Fluvanna County Public Schools – 1
- DocuSign for Purchase Orders, Invoices, and Provider Agreements
- New CSA Program Assistant – Nayantara Kabir

9 - CONSENT AGENDA

The following items were discussed before approval:

I - *Fluvanna Partnership for Aging Mission and Vision Statements Update* – Aaron Spitzer, Director of Parks and Recreation

The following items were approved under the Consent Agenda for December 1, 2021:

- *Minutes of November 17, 2021* – Caitlin Solis, Clerk to the Board
- *Minutes of November 19, 2021 Elected Officials Gathering* – Caitlin Solis, Clerk to the Board
- *Fluvanna Partnership for Aging Mission and Vision Statements Update* – Aaron Spitzer, Director of Parks and Recreation

| | | | | | |
|----------------|--|------------|-------------|--------------|------------|
| MOTION: | Approve the consent agenda, for the December 1, 2021 Board of Supervisors meeting. | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O’Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | | Second | | | Motion |

| | | | | | |
|----------------|------------|-----|-----|-----|-----|
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

10 - UNFINISHED BUSINESS*COVID-19 Hazard Pay – Eric Dahl, County Administrator*

Mr. Dahl brought forward hazard pay for Fluvanna County staff, as an action item for a future agenda. Hazard pay will be financed by American Rescue Plan Act funds. The hazard pay parameters for staff will be kept consistent with the E911 hazard pay one-time bonus awarded at the October 6, 2021 Board of Supervisors meeting.

13 - CLOSED MEETING

| | | | | | |
|----------------|--|------------|-------------|--------------|------------|
| MOTION: | At 6:30pm, move the Fluvanna County Board of Supervisors enter into a closed meeting, pursuant to the provisions of Section 2.2-3711 A.8 of the Code of Virginia, 1950, as amended, for the purpose of discussing Legal Matters. | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O'Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | Second | | Motion | | |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

| | | | | | |
|----------------|--|------------|-------------|--------------|------------|
| MOTION: | At 7:02pm, move Closed Meeting be adjourned and the Fluvanna County Board of Supervisors convene again in open session and "BE IT RESOLVED, the Board of Supervisors does hereby certify to the best of each member's knowledge (i) only public business matters lawfully exempted from open meeting requirements under Section 2.2-3711-A of the Code of Virginia, 1950, as amended, and (ii) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered in the meeting." | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O'Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | Second | | Motion | | |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

MOTION TO EXTEND

- At 7:03pm, a motion was made to extend the Board of Supervisors meeting.

| | | | | | |
|----------------|--|------------|-------------|--------------|------------|
| MOTION: | Approve a motion to extend the December 1, 2021 Regular Board of Supervisors meeting to 11:00pm. | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O'Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | | | Second | | Motion |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

6 - PUBLIC HEARING

2021 Redistricting Public Hearing – Eric M. Dahl, County Administrator & Kelly Belanger Harris, Assistant County Administrator

Redistricting – Requirements and Considerations

- ▶ Article VII, Section 5 of the Constitution of Virginia requires any locality that conducts elections by district to change its district boundaries every 10 years in the year ending in one.
 - Virginia Constitution requires redistricting by Dec 31, 2021.
- ▶ Virginia Code 24.2-304.1 Section C. states "For the purposes of redistricting and reapportioning representation in 2021 and every 10 years thereafter, the governing body of a county, city, or town shall use the most recent decennial population figures for such county, city, or town from the United States Bureau of the Census, as adjusted by the Division of Legislative Services pursuant to § 24.2-314".
- ▶ Virginia Code 24.2-314, Population data; reallocation of prison population, Section 1. "A person incarcerated in a federal, state, or local correctional facility whose address at the time of incarceration was located within the Commonwealth shall be deemed to reside at such address".

Timeline

- ✓ **Mar 2021:** Staff began reviewing information regarding the delay of Census data
- ✓ **Apr 14, 21, May 5:** Staff presentations to the Board
- ✓ **Oct 6:** Staff presentation to Board of Supervisors
 - ✓ Census data available
 - ✓ Statewide maps had been proposed
 - ✓ Discussed timeline for County redistricting

- ✓ **Oct 12:** Redistricting Committee met
- ✓ **Oct 15:** Redistricting Committee met
- ✓ **Oct 20:** Staff Updated Board of Supervisors
 - ✓ Proposed new district maps
 - ✓ Solicited Board feedback
 - ✓ Scheduled community meetings
- ✓ **Oct 30:** Community Meeting – Morris Room
- ✓ **Nov 1:** Community Meeting – Morris Room
- ✓ **Nov 3:** Staff Updated Board of Supervisors
 - ✓ Discussed community feedback received at Community Meetings, proposed maps, & Redistricting Committee feedback
 - ✓ Requested authorization to hold/advertise a public hearing on Dec 1, 2021 (Special Public Hearing)
- ✓ **Nov 17:** Board of Supervisors Meeting
- ✓ **Nov 18 and Nov 25:** Advertised notice of public hearing and ordinance in the Fluvanna Review
- ▶ **Dec 1 (Special Public Hearing):** Public Hearing - Redistricting Ordinance

Assuming the Board chooses to move forward with adoption of ordinance before December 31, 2021:

- ▶ **Dec 15:** Adopt Redistricting Ordinance
- ▶ **Adoption of Redistricting Ordinance:** In order to meet the Constitutional requirement for redistricting in 2021, the redistricting ordinance would need to be adopted by the second meeting in December (December 15, 2021.)
- ▶ **Following adoption of Redistricting Ordinance:**
 - County Attorney submits to office of Virginia Attorney General for issuance of a certification of no objection – if no objection interposed within 60 days of submission, certification of no objection is deemed issued
 - Copies of enacted changes, including certified copy of enacted ordinance, a GIS map showing the new boundaries, to be send to local electoral board, Virginia Department of Elections, Division of Legislative Services, and Secretary of the Commonwealth (will need to indicate that implementation is subject to Attorney General certification of no objection)
 - Copy of ordinance including description of the boundaries and a map showing the boundaries of the districts to be recorded in the official BOS minutes
- ▶ **January 2022:** Redistricting anticipated to be complete following Attorney General certification of no objection

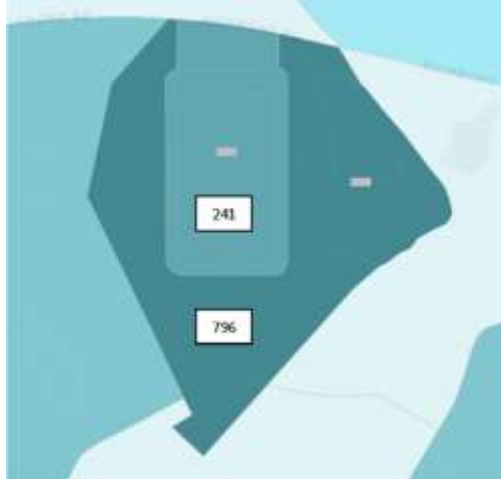
Vacancies, Incumbents, Members-elect

- ▶ Vacancies on governing bodies and school boards
 - Governed by Secs. 24.2-226 and -228. In effect, the remaining members **of the respective board** (as long as there is a majority to act), within 15 days of the vacancy, petition the Circuit Court for a writ of special election for the seat. In the interim, pending the special election, the remaining members **of the respective board** may, within 45 days of the vacancy's occurrence, appoint an interim **member** who holds office until the **person elected has qualified**.
- ▶ Incumbents - Board of Supervisors, School Board, Planning Commission
 - Virginia Code §24.2-304.6 and §24.2-311(B)
 - Any incumbent currently serving a term on the BOS, school board or planning commission is to complete that term.
 - "County, city, or town officers, including members of the school board or planning commission, in office on the effective date of a reapportionment or redistricting ordinance, shall complete their terms of office, regardless of loss of residency in a particular district due to reapportionment or redistricting."
- ▶ Members-elect; General Election November 2021
 - "In office on the effective date" of the redistricting ordinance." Virginia Code Secs. 24.2-304.6 and 24.2-311(B).
 - Virginia Code § 24.2-311(B) provides that the decennial redistricting ordinance "shall take effect immediately"
 - Virginia Code §24.2-129, effective July 1, 2021, provides that for certain covered practices, the governing body must either (i) follow a procedure that includes publication of the final covered practice with a notice that it will take effect in 30 days; or (ii) submit the proposed covered practice to the Office of the Attorney General for issuance of a certification of no objection, in which case the covered practice "shall not be given effect" until the Attorney General has issued a certification of no objection (or failed to interpose an objection within 60 days).

Current Election District Demographics

| | Total Population | American Indian/ Alaska Native | Asian | Black | Native Hawaiian/ Pacific Islander | White | Some other race, alone | Two or more races | Adjusted Prison Population | | | | | | | |
|-----------------------------------|------------------|-----------------------------------|-------|-------|--------------------------------------|-------|---------------------------|----------------------|-------------------------------|-------|--------|-----|-------|-----|-------|-----|
| Current Election Districts | | | | | | | | | | | | | | | | |
| Columbia | 4,440 | 17 | 0.38% | 25 | 0.56% | 864 | 19.46% | 0 | 0.00% | 3,189 | 71.82% | 75 | 1.69% | 272 | 6.13% | N/A |
| Cunningham | 5,611 | 9 | 0.16% | 51 | 0.91% | 274 | 4.88% | 0 | 0.00% | 4,904 | 87.40% | 67 | 1.19% | 306 | 5.45% | N/A |
| Fork Union | 4,838 | 12 | 0.25% | 30 | 0.62% | 1,202 | 24.84% | 7 | 0.14% | 3,171 | 65.54% | 93 | 1.92% | 323 | 6.68% | N/A |
| Palmyra | 7,036 | 27 | 0.38% | 72 | 1.02% | 1,079 | 15.34% | 0 | 0.00% | 5,242 | 74.50% | 148 | 2.10% | 468 | 6.65% | N/A |
| Rivanna | 5,324 | 14 | 0.26% | 46 | 0.86% | 311 | 5.84% | 0 | 0.00% | 4,517 | 84.84% | 53 | 1.00% | 383 | 7.19% | N/A |

Census Blocks – Fluvanna Women’s Correctional Center



Census Block 2024

- In the current Columbia District.
- Fluvanna Correctional Center for Women = 241 individuals.

Census Block 2023

- In the current Palmyra District.
- The parcel on which the Correctional Center sits = 796 individuals.

Voting District Population – Census 2020

2020 Census Population

- Columbia District = 4,216
- Cunningham District = 5,632
- Fork Union District = 4,858
- Palmyra District = 6,240
- Rivanna District = 5,340



**Reapportionment
“Ideal District Size”**

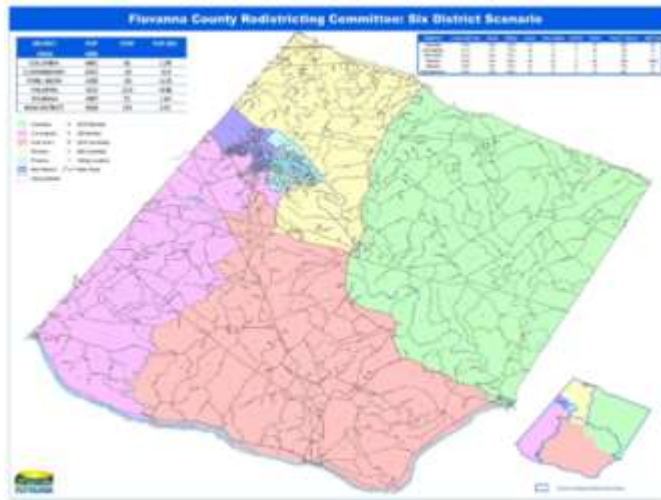
- 5 Districts = 5,258
- 6 Districts = 4,381
- 7 Districts = 3,756

ESTIMATED COSTS PER DISTRICT

| Estimated Fiscal Year Cost Per Additional District | Year One | Year Two + |
|---|--------------------|--------------------|
| Board of Supervisors Member | | |
| Salary & FICA | \$10,270.00 | \$10,270.00 |
| Insurance (mid-cost estimated) | \$10,000.00 | \$10,000.00 |
| Technology (iPad, phone, mifi monthly) | \$1,800.00 | \$1,200.00 |
| Travel | \$350.00 | \$350.00 |
| Conference/Training | \$550.00 | \$550.00 |
| Lodging | \$1,000.00 | \$1,000.00 |
| Planning Commission Member | | |
| Salary & FICA | \$2,713.00 | \$2,713.00 |
| Technology (iPad) | \$600.00 | \$0.00 |
| Travel | \$100.00 | \$100.00 |
| Conference/Training | \$500.00 | \$500.00 |
| Lodging | \$500.00 | \$500.00 |
| Social Services Board Member | | |
| Salary & FICA | \$3,255.00 | \$3,255.00 |
| School Board Member | | |
| Salary & FICA | \$6,717.00 | \$6,717.00 |
| Insurance (mid-cost estimated) | \$8,400.00 | \$8,400.00 |
| Conferences/Technology | \$2,000.00 | \$2,000.00 |
| Polling Location (Equipment, Election Workers, etc.) | \$21,000.00 | \$10,000.00 |
| TOTAL | \$69,755.00 | \$57,555.00 |

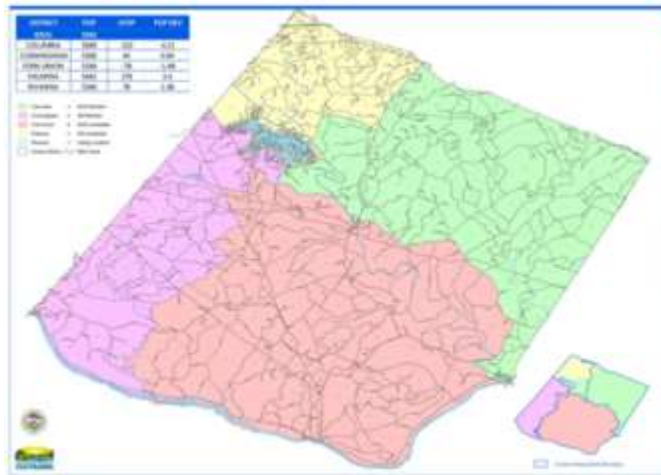
• Yearly cost could change by +/- \$20,000 depending on Board of Supervisors and School Board member insurance plan election.

Six Districts Scenario



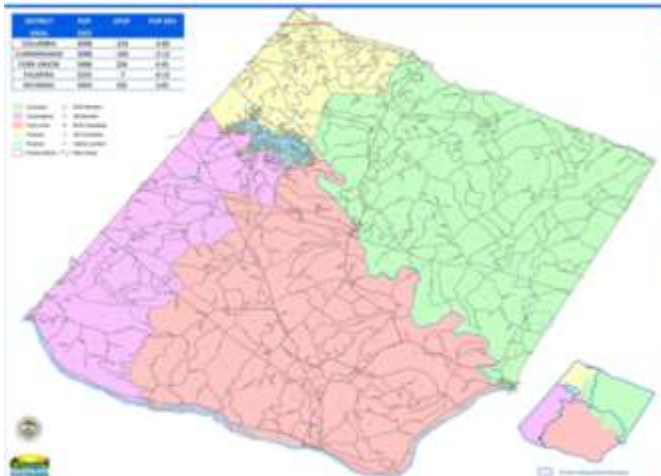
| 6 Districts | Columbia | Cunningham | Fork Union | Palmyra | Rivanna | Proposed District 6 |
|-----------------------------------|---------------|--------------|---------------|---------------|---------------|---------------------|
| Total Adjusted Population | 4441 | 4372 | 4350 | 4172 | 4457 | 4538 |
| Black | 846 (19.05%) | 205 (4.64%) | 1035 (23.90%) | 374 (10.92%) | 254 (5.70%) | 400 (8.81%) |
| White | 3216 (72.42%) | 3874 (8.81%) | 2887 (66.21%) | 4002 (76.18%) | 3714 (83.33%) | 3641 (80.22%) |
| Asian | 21 (.47%) | 14 (.32%) | 38 (.88%) | 60 (1.44%) | 39 (.88%) | 46 (1.01%) |
| American Indian/ Native Alaskan | 14 (.32%) | 8 (.18%) | 10 (.23%) | 24 (.56%) | 13 (.29%) | 8 (.18%) |
| Native Hawaiian/ Pacific Islander | 1 (.02%) | 0 | 5 (.12%) | 0 | 0 | 0 |
| Other | 64 (1.44%) | 43 (1.05%) | 77 (1.78%) | 143 (3.43%) | 79 (1.77%) | 79 (1.74%) |
| 2 or more races | 262 (5.89%) | 208 (4.75%) | 283 (6.54%) | 298 (7.14%) | 343 (7.70%) | 352 (7.75%) |
| Adjusted Population | 16 | 19 | 17 | -102E | 15 | 15 |

Five Districts – Scenario 1



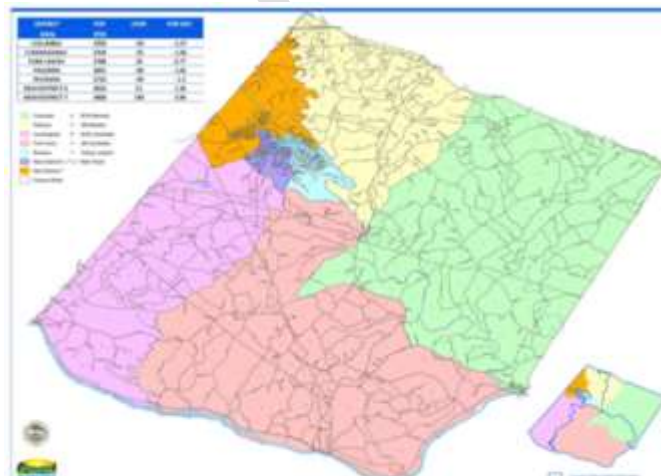
| 5 Districts - 1 | Columbia | Cunningham | Fork Union | Palmyra | Rivanna |
|-----------------------------------|---------------|---------------|---------------|--------------------------|---------------|
| Total Adjusted Population | 5040 | 5306 | 5184 | 5441/6456 | 5340 |
| Black | 938 (18.61%) | 261 (4.92%) | 1215 (23.44%) | 586 (10.77%) / (9.08%) | 311 (5.82%) |
| White | 3635 (72.18%) | 4621 (87.09%) | 3454 (66.63%) | 4186 (76.93%) / (64.84%) | 4517 (84.59%) |
| Asian | 35 (.69%) | 36 (.68%) | 45 (.87%) | 59 (1.08%) / (.91%) | 46 (.86%) |
| American Indian/ Native Alaskan | 20 (.40%) | 9 (.17%) | 12 (.23%) | 24 (.44%) / (.37%) | 14 (.26%) |
| Native Hawaiian/ Pacific Islander | 0 | 0 | 7 (.14%) | 0 | 0 |
| Other | 73 (1.45%) | 67 (1.26%) | 93 (1.79%) | 147 (2.70%) / (2.28%) | 53 (.99%) |
| 2 or more races | 315 (6.25%) | 291 (5.48%) | 338 (6.52%) | 409 (7.52%) / (6.34%) | 383 (7.17%) |
| Adjusted Population | 20 | -21 | 20 | -102E | 16 |

Five Districts – Scenario 2



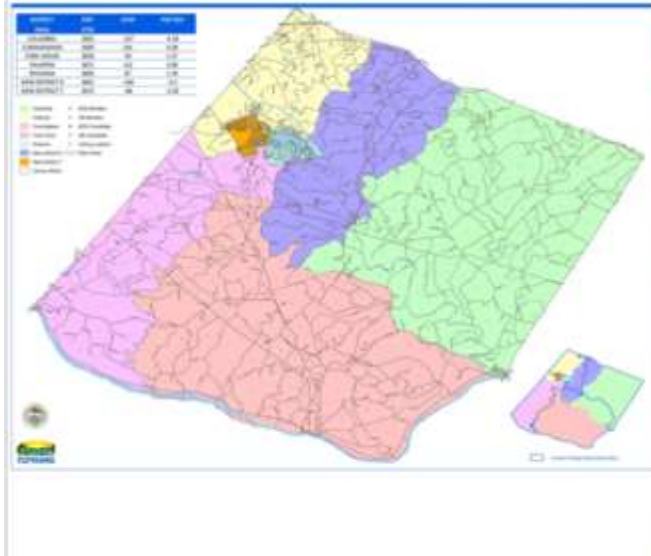
| 5 Districts - 1 | Columbia | Cunningham | Fork Union | Palmyra | Rivanna |
|-----------------------------------|---------------|---------------|---------------|---------------|---------------|
| Total Adjusted Population | 5008 | 5098 | 5496 | 5255 | 5454 |
| Black | 852 (17.01%) | 224 (4.39%) | 1334 (24.27%) | 574 (10.92%) | 327 (6%) |
| White | 3700 (73.88%) | 4497 (88.21%) | 3612 (67.72%) | 4002 (76.16%) | 4605 (84.43%) |
| Asian | 29 (.58%) | 41 (.80%) | 45 (.82%) | 60 (1.14%) | 47 (.86%) |
| American Indian/ Native Alaskan | 17 (.34%) | 9 (.18%) | 15 (.27%) | 24 (.46%) | 14 (.26%) |
| Native Hawaiian/ Pacific Islander | 2 (.04%) | 0 | 5 (.09%) | 0 | 0 |
| Other | 90 (1.80%) | 50 (.98%) | 98 (1.78%) | 143 (2.72%) | 55 (1.01%) |
| 2 or more races | 298 (5.95%) | 259 (5.08%) | 362 (6.59%) | 435 (8.28%) | 390 (7.15%) |
| Adjusted Population | 20 | 18 | 25 | -102E | 16 |

Seven Districts – Scenario 1



| 7 Districts – Scenario 1 | Columbia | Cunningham | Fork Union | Palmyra | Rivanna | Proposed District 6 | Proposed District 7 |
|-----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------------|---------------------|
| Total Adjusted Population | 3700 | 3704 | 3788 | 3661 | 3710 | 3810 | 3908 |
| Black | 320 (22.16%) | 148 (4.0%) | 1005 (26.53%) | 406 (11%) | 374 (10.78%) | 199 (5.20%) | 300 (9.21%) |
| White | 3370 (69.46%) | 3276 (88.44%) | 2782 (62.88%) | 2873 (77.84%) | 2911 (78.54%) | 3281 (86.12%) | 3083 (78.89%) |
| Asian | 22 (.59%) | 24 (.65%) | 20 (.53%) | 44 (1.19%) | 34 (.92%) | 46 (1.21%) | 52 (1.32%) |
| American Indian/ Native Alaskan | 12 (.32%) | 8 (.24%) | 12 (.32%) | 16 (.43%) | 14 (.38%) | 7 (.18%) | 9 (.23%) |
| Native Hawaiian/ Pacific Islander | 2 (.05%) | 0 | 5 (.13%) | 0 | 0 | 0 | 0 |
| Other | 51 (1.38%) | 43 (1.16%) | 79 (2.09%) | 86 (2.35%) | 46 (1.24%) | 38 (1%) | 98 (2.51%) |
| 2 or more races | 208 (5.62%) | 186 (5.02%) | 268 (7.07%) | 254 (6.98%) | 273 (7.36%) | 238 (6.25%) | 317 (8.11%) |
| Adjusted Population | 15 | 18 | 17 | -102E | 18 | 2 | 15 |

Seven Districts – Scenario 2



| 7 Districts – Scenario 2 | Columbia | Coastal/ham | Fork Union | Palmyra | Roanoke | Proposed District 6 | Proposed District 7 |
|--------------------------------------|------------------|------------------|-----------------|------------------|------------------|---------------------|---------------------|
| Total Adjusted Population | 3602 | 3920 | 3818 | 3671 | 3826 | 3601 | 3673 |
| Black | 808 (22.43%) | 176 (4.48%) | 974 (25.51%) | 584 (15.92%) | 218 (5.7%) | 496 (13.77%) | 255 (6.94%) |
| White | 2498 (69.55%) | 3425 (88.90%) | 2422 (63.7%) | 3018 (77.91%) | 2188 (57.35%) | 2725 (75.67%) | 3071 (84.61%) |
| Asian | 15 (.42%) | 15 (.38%) | 19 (.50%) | 19 (.5%) | 38 (.94%) | 41 (1.14%) | 41 (1.12%) |
| American Indian/ Native Alaskan | 12 (.33%) | 5 (.13%) | 18 (.47%) | 18 (.47%) | 142 (3.71%) | 15 (.42%) | 6 (.16%) |
| Native Hawaiian/ Pacific Islander | 2 (.06%) | 0 | 5 (.13%) | 3 | 0 | 0 | 0 |
| Other | 50 (1.39%) | 40 (1.02%) | 78 (2.04%) | 88 (2.39%) | 455 (11.9%) | 88 (2.44%) | 40 (1.09%) |
| 2 or more races | 189 (5.22%) | 175 (4.46%) | 277 (7.26%) | 285 (7.76%) | 305 (7.97%) | 241 (6.69%) | 252 (6.86%) |
| Adjusted Population | 15 | 15 | 17 | -1026 | 15 | 14 | 9 |

At 7:39pm, Chair Sheridan opened the Public Hearing.

- Kathy Swenson Miller, 94 Fairview Ln, Spoke in opposition of six districts and in favor of five districts option two.
- Marie Deverneil, 1118 Mountain Laurel Rd, Spoke in opposition of six districts and in favor of five districts option two.
- Raynell Stokes, 3 Smokewood Dr, Spoke in favor of five districts option two.
- Ashlyn Fayard, 607 Justin Dr, Spoke in support of five districts option two and in opposition of six and seven district options.
- Blake Hilliard, 182 Villa Circle, Spoke in favor of five districts and in opposition to six districts.
- Lynne White, 364 Ballenger Ln, asked the Board to abandon the six-district option and spoke in favor of five districts option two.
- Joseph Creasy, 38 Jennings Dr, Spoke in support of five districts option two.
- Valerie Palamoutian, 17 Fleetwood Dr, Spoke in opposition to six districts and in favor of five districts option two.
- Linda Staiger, 2949 Ridge Rd, Spoke in support of five districts option 2.
- Mike Feazel, 25 Vine Ridge, referenced the letter he previously sent to the Board where he and 75 residents said they were against six districts and in support of five districts option two.
- Cindy Girard, 18 Fleetwood Dr, spoke in favor of five districts option two and in opposition to six districts.
- Whitney Johnson, 1646 Cloverdale Rd, spoke in favor of five districts option two and in opposition to six districts.
- Eric Anderson, 15 Fleetwood Dr, spoke in opposition to six districts and in favor of five districts option two.
- James Schoenster, 843 Jefferson Dr, spoke in favor of five districts option two and in opposition to six districts.
- Rudy Garcia, 802 Rivanna Woods Dr, spoke in opposition to six districts.
- Charlie White, 55 Kendall Ct, spoke in favor of five districts option two and in opposition to six districts.
- Patricia Brown, 22 Mulligan Dr, spoke in favor of five districts option two and asked the board to delay decision until the House lines are redrawn.
- Lindsay Nolting, 1317 Stage Junction Rd, spoke in favor of five districts options two.
- Perrie Johnson, 229 Pine Ln, spoke in favor of five district options and in opposition to six districts.
- Jessica Jackson, 41 Allen Ln, asked the Board not to delay the decision until the new year, spoke in favor of five districts option two, and in opposition to six districts.
- Suzy Morris, 6840 Thomas Jefferson Pkwy, spoke in favor of unity and against divisiveness in Fluvanna County.
- Andrea Overweg, 2 Powhatan Rd, spoke in opposition to six districts and in favor of five districts option two.
- Chris Fairchild, 5470 Thomas Jefferson Pkwy, Spoke in opposition to five districts and in favor of six or seven district options.
- Wayne Campagna, 79 Hidden Valley Ct, spoke in support of seven districts and in opposition to five districts.
- Millie Fife, 889 Jefferson Dr, spoke in support of five districts option two
- Angela Chainer, 604 Troy Heights Ln, Spoke in support of five districts option two
- Barbara Carey, 268 New Fork Church Ln, spoke in favor of five districts option two.
- Ben Hudson, 274 Lexie Ln, spoke in support of five districts option two spoke in opposition to a six-district option.
- Bertha Armstrong, Fork Union District, spoke in support of five districts option two.
- Steve Smith, 6 Sunset Ct, spoke in favor of five districts option two and expressed his opposition to the six-district option.
- Page Gifford, 16 Mulligan Dr, spoke in favor of five districts option two.
- Peg and Rodger Burns, 15 Ashlawn Blvd, spoke in favor of five districts option two.
- Phyllis and Ron Wilson, 7 Kanawa Ct, spoke in favor of five districts option two or a seven-district option.
- Sharon Harris, 9 Pineknoll Cir, spoke in favor of five districts option two.
- Sandy Radford, 121 Mulberry Dr, thanked the board for the opportunity to speak.

- Sue Wolf, 7 Dover Ct, spoke in favor of five districts option two.
 - Sue Liberman, 5 Xebec Rd, spoke in favor of five districts option two.
 - Wayne Nye, 176 Village Blvd, spoke in support of five districts option two.
- With no one else wishing to speak, Chair Sheridan closed the Public Hearing at 8:49pm.

14 - ADJOURN

| | | | | | |
|----------------|---|------------|-------------|--------------|------------|
| MOTION: | Adjourn the regular meeting of Wednesday, December 1, 2021 at 8:50pm. | | | | |
| MEMBER: | Mrs. Booker | Mrs. Eager | Mr. O’Brien | Mr. Sheridan | Mr. Weaver |
| ACTION: | Second | | | | Motion |
| VOTE: | Yes | Yes | Yes | Yes | Yes |
| RESULT: | 5-0 | | | | |

ATTEST:

FLUVANNA COUNTY BOARD OF SUPERVISORS

Caitlin Solis
Clerk to the Board

John M. Sheridan
Chair

APPROVED

**BOARD OF SUPERVISORS**County of Fluvanna
Palmyra, Virginia**RESOLUTION No. 28-2021****A RESOLUTION AMENDING TEMPORARY EMERGENCY PERSONNEL POLICY TO ADDRESS COVID-19 SICK LEAVE AND ARPA**

WHEREAS, on March 11, 2020, the World Health Organization declared the COVID-19 outbreak a pandemic;

WHEREAS, on March 12, 2020, Governor Ralph S. Northam issued Executive Order Fifty-One declaring a state of emergency for the Commonwealth of Virginia arising from the novel Coronavirus (COVID-19) pandemic which has since expired;

WHEREAS, on March 13, 2020, the President of the United States declared a national emergency, beginning March 1, 2020, in response to the spread of COVID-19;

WHEREAS, on March 18, 2020, the Board of Supervisors of Fluvanna County (the "Board") found that COVID-19 constitutes a "public health Emergency";

WHEREAS, effective October 18, 2021, as a result of the continued consequences of the COVID-19 pandemic, the United States Secretary of Health and Human Services (the "Secretary"), pursuant to the authority vested in him under section 319 of the Public Health Service Act, renewed the determination that a public health emergency exists and has existed since January 27, 2020, nationwide;

WHEREAS, the Families First Coronavirus Response Act ("FFCRA") provided for certain sick and family leave benefits for certain COVID-19 related reasons and related thereto the Board previously entered that Resolution No. 16-2020 (on April 1, 2020), amended by that Resolution No. 02-2021 (on January 20, 2021) which provided a one-time allotment of 80 hours of paid sick leave (the "FFCRA Leave") under FFCRA to be used by March 31, 2021 for Fluvanna County employees;

WHEREAS, subject to other requirements of the FFCRA, under the FFCRA employees qualified for FFCRA Leave if: (i) the employee is subject to a federal, state or local quarantine or isolation order related to COVID-19; (ii) the employee is subject to the advice of a health care provider to self-quarantine related to COVID-19; (iii) the employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis; (iv) the worker is caring for an individual subject to an order described in the first two qualifying reasons listed above; (v) the employee is caring for a child whose school or place of care is closed—or child care provider is unavailable—for reasons related to COVID-19; or (vi) the employer is experiencing any other substantially similar condition identified by the Secretary (collectively the "FFCRA Qualifiers");

WHEREAS, On March 11, 2021, the President of the United States signed into law the American Rescue Plan Act of 2021 ("ARPA");

WHEREAS, ARPA includes provisions providing funds or credits to employers such as the County of Fluvanna for allowing employees to take paid sick or family leave, including leave under any FFCRA Qualifiers, and for the following additional reasons (i) for time awaiting the results of a test to diagnose COVID-19 the because either the employee has been exposed to COVID-19 or the employer requested the test or diagnosis, (ii) to obtain immunization, or (iii) to recover from any adverse health impacts arising from the immunization (collectively with the FFCRA Qualifiers, referred to as the "ARPA Qualifiers"); and

WHEREAS, the Board of Supervisors of Fluvanna County wishes to extend to its employees the use of the one-time allotment of 80 hours of Covid Sick Leave as permitted and provided under ARPA (the "ARPA Leave"). The one-time allotment of 80-hours of ARPA Leave is in addition to the FFCRA Leave previously offered which FFCRA Leave was to be used no later than March 31, 2021. The ARPA Leave can be used by Fluvanna County employees only for any of the reasons set forth in the ARPA Qualifiers retroactively for the period beginning July 1, 2021 and ending June 30, 2022. The FFCRA Leave allotment created for eligible employees under FFCRA has not been refreshed, instead the County is implementing a new ARPA Leave policy with a new allotment of 80 hours of ARPA Leave for use from July 1, 2021 through June 30, 2022. Stipulations and requirements for eligibility

for ARPA Leave are as required by ARPA and as set forth herein. Any ARPA Qualifiers make an employee eligible for ARPA Leave under the policy. Any employee taking ARPA Leave must provide adequate evidence of the employee's eligibility for ARPA Leave including at minimum providing written documentation to the County Human Resources Department confirming that the employee is subject to one of the ARPA Qualifiers. For example, (i) if an employee's ARPA Qualifier is that the employee has COVID-19, then the employee shall provide positive testing evidence to support the need for use of ARPA Leave hours and such testing must be performed within 24-hours of the date that an employee requests use of ARPA Leave unless the employee can provide sufficient evidence of good cause as to why testing was delayed; or (ii) if an employee takes time off to get vaccinated for COVID-19, then the employee shall provide evidence of such vaccination. These examples are for illustration only and do not set out the required documentation for every ARPA Qualifier. Until the appropriate documentation of eligibility for ARPA Leave is provided to the Fluvanna County Department of Human Resources, the hours will be entered as sick time, and after an ARPA Qualifier is confirmed permitting ARPA Leave, then these sick hours will be modified to ARPA Leave instead;

NOW THEREFORE, BE IT HEREBY RESOLVED by the Board that:

(1) All recitals set forth herein above are hereby incorporated as a part of this Resolution;

(2) The Board declares that it shall be the temporary emergency personnel policy of the County of Fluvanna that the use by eligible Fluvanna County employees of that one-time re-allotment of 80 hours of paid sick ARPA Leave provided for under ARPA eligible to be used for the period beginning July 1, 2021 through June 30, 2022. Eligibility shall be determined as required under the new stipulations and requirements set forth by the Board of Supervisors above including without limitation the requirement that an employee have an ARPA Qualifier event to use ARPA Leave and provide adequate documentation thereof. The 80-hour sick leave allotment created for eligible employees under ARPA is distinct from the previously offered FFCRA Leave. Documentation from the employee supporting the need for ARPA Leave is required and must be approved by the County Administrator, or his designee. If an employee exhausts the 80 hours of ARPA Leave, no additional ARPA Leave will be granted as this is a one-time allotment of 80 hours of ARPA Leave to utilize if needed only for an ARPA Qualifier event beginning July 1, 2021 and ending June 30, 2022. Any ARPA Leave not used by June 30, 2022 is lost and employees are not paid or otherwise compensated for unused ARPA Leave; and

(3) The County Administrator is hereby authorized and directed to take and authorize the taking of such actions, and to execute such documents, on behalf of Fluvanna County and/or the Board as may be necessary or appropriate to accomplish this temporary emergency personnel policy consistent with applicable law, and subject to review and approval as to form by the County Attorney.

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Fluvanna County Board of Supervisors a Regular Meeting of the Board held on the 1st day of December, 2021

| | AYE | NAY | ABSTAIN | ABSENT | MOTION | SECOND |
|---------------------------------------|-----|-----|---------|--------|--------|--------|
| Mozell H. Booker, Fork Union District | X | | | | X | |
| Patricia B. Eager, Palmyra District | X | | | | | |
| Tony O'Brien, Rivanna District | X | | | | | |
| John M. Sheridan, Columbia District | X | | | | | |
| Donald W. Weaver, Cunningham District | X | | | | | X |

Attest:

John M. Sheridan, Chair
Fluvanna County Board of Supervisors